

Twenty-fifth Meeting of the CIA RETIREMENT BOARD

Convened at 4:00 Tuesday, 23 November 1965 in Room 5E-62, Hq.

PRESENT: Mr. Emmett D. Echols, Chairman

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Mr. Paul A. Borel, DDI Member
Mr. Alan M. Warfield, DDS Member

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Mr. George C. Miller, DDS&T Member

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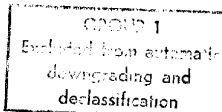
MR. ECHOLS: Some of the cases presented at the last meeting had a project as qualifying duty and we footnoted the minutes. We have looked it up.

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corrections to the minutes? I would like to personally comment later on on paragraph 3 in connection with another agenda item. If there are no corrections we will accept the minutes as presented.

Item 2 on the agenda pertains to paragraph 3 in the minutes. You will remember in that paragraph 3 there were two proposals made as to how Career Services were aware of their obligation to try to see to it that a man completed the requisite qualifying duty before he obtains his 15 year anniversary and one proposal was made that each Career Service be requested to provide a statement on each of these borderline cases. Another proposal was that in each such case, upon designation as a participant, the Retirement Staff should write a memo to the Career Service calling to their attention the circumstances and reminding them that they should make every attempt to make sure the requirement is satisfied. The Retirement Staff looked at this proposal and came up with a third alternative to perhaps minimize the paper work and this third proposal is merely a memorandum to the heads of all Career Services which presumably could be used as a basic guidance for their staff in the future. I am not sure whether this will do the trick or not. I would appreciate it if you would glance at this to see whether this alternative might be adequate. It seems like an awful lot of words in one

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sense but it may put the whole problem into better perspective.

MR. GEORGE C. MILLER: There was one thought left out and that is if in fact later on a man qualifies there would be no loss. In other words, why rush and put them in when later there would be no loss to them.

MR. ECHOLS: I see your point of view.

MR. BOREL: It sort of makes a question as to whether they are losing something by not being in currently. In the event that they pass on it might have an effect on their estate.

MR. ECHOLS: The only effect, actually, would be a death in service.

MR. WARFIELD: --

. . . The meeting then went off the record . . .

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[REDACTED] I missed the beginning of the meeting. I do feel that something is needed in here to indicate you can get back in later on.

MR. GEORGE C. MILLER: I think this does the job well if you put that in. Really, they are not going to lose anyway.

MR. ECHOLS: A little side point that may be of interest to you, we are preparing right now an Agency package of legislation for the coming year which may or may not take place. One thing I think we ought to try for is an amendment to the retirement plan to provide for transfer of not only the employees contributions to the Civil Service but the Agency's contributions. That at least would prevent our funds from losing money. I think it should be done. Do you think there is a chance of that, John?

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[REDACTED] Yes, I do.

MR. ECHOLS: They know they are getting more money than they are really entitled to and that our fund is suffering. Foreign Service started out with that handicap.

Are there any other ways we can improve this memorandum?

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[REDACTED] Didn't this question arise last time when we were confronted with some cases where the individual would not have 15 years and not quite 60 months and not quite 10 years and not quite his 36 months but in each case there was enough time within which he could have gotten his 36 months and his 60 months before the completion of the 10 years and 15 years?

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MR. ECHOLS: I wasn't here. I think at one point the question arose, could this man get his 36 months within the 10 years? is he still serving on a career basis in a service that normally does require performance of qualifying service? That is where the question arose.

25X1A9a MR. [REDACTED] That's what you are signing. I had one young lady who did

have enough time but for a number of reasons there was no chance of her ever
25X1A9a going overseas again and therefore, even though she had enough time, I couldn't sign that honestly and therefore she was pulled out of the system.

25X1A9a [REDACTED] The second point I remember, and I think maybe [REDACTED] raised the point, or maybe Roger, that the Head of the Career Service should be apprised of the fact that when he signed the statement it's a significant important statement and this Board could feel, when it acted on it, that they were making that statement conscious of the fact that he was still required to perform qualifying service. The second point involved was shouldn't we always bring this to their attention if we are going to bring that first point so they can plan this man's career. If they figure he has got to get this 60 months in maybe they will want to send him overseas so that he can get this. They can plan his career accordingly. I thought those were the two reasons why we wanted some sort of paper link here. As I read this paper I think this is going to create more problems than we would solve by just a paper that goes out and explains those two things. You make the statement down here on page 2, at the bottom, and if that is correct then I have been misinterpreting. I have been voting on all those cases where the man can make his 36 months within 10 years and make his 60 months within 15 years under a misconception. "This certification has been interpreted by the Board and myself to mean that such employees would be placed in assignments that would permit them to get 60 months of qualifying service prior to their completing 15 years of Agency service." I didn't take that into consideration at all. We are designating these people and the way I interpret the criteria for designation there is nothing that says he has got to be on his way out. It just says, has he done qualifying service and can he complete his 36 months or his 60 months within the 10 years or 15 years.

MR. ECHOLS: You are saying to the Head of a Career Service, if chronologically there are enough months between the present date and the 15 year anniversary to complete the 60 months --

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Next 8 Page(s) In Document Exempt

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25X1A9a [REDACTED] Yes indeed, it was.

25X1A9a MR. ECHOLS: On that [REDACTED] documentation --

25X1A9a [REDACTED] He reached the conclusion for the wrong reason. The reasons are inconsistent with the supporting documentation from the division. He says all service is creditable since contract employees were not eligible for Social Security coverage. That's not the issue at all.

MR. ECHOLS: I agree.

25X1A9a [REDACTED] Because on examination of the facts it appears during the stated period he did have an employee/employer relationship. I do think this memo should be redone and should reference the division memorandum. These will be very important documents some years from now.

MR. ECHOLS: Motion to adjourn. In favor? Opposed? Meeting adjourned.

. . . . The meeting ended at 5:10 p.m.